

HOUSE BILL 1137

By Moore

AN ACT to amend Tennessee Code Annotated, Title 50
and Title 58, relative to Veteran's Day.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 1, Part 3, is amended by
adding the following language as a new, appropriately designated section:

50-1-3__.

(a) As used in this section:

(1) "Armed forces of the United States" means the army, navy, air force,
marine corps, coast guard, merchant marine, environmental science services
administration, and public health service of the United States; and

(2) "Veteran" means any person who served in the armed forces of the
United States and has been discharged, or who is a member of the Tennessee
guard.

(b) An employer shall provide each employee who is a veteran with holiday time
off for Veteran's Day, November 11, if the employee would otherwise be required to
work on that day, as provided in this section.

(c) An employer, in complying with this section, shall have the discretion of
providing paid or unpaid time off on Veterans Day, unless providing time off would
impact public health or safety or would cause the employer to experience significant
economic or operational disruption.

(d)

(1) An employee shall provide the employer with at least one (1) month's
prior written notice of the employee's intent to take time off for Veterans Day and

shall also provide the employer with a federal certificate of release or discharge from active duty, or such similar federal document, for purposes of determining the employee's eligibility for the benefit provided in this section.

(2) The employer shall, at least ten (10) days prior to Veterans Day, notify the employee if the employee shall be provided paid or unpaid time off on Veterans Day. If the employer determines that the employer is unable to provide time off for Veterans Day for all employees who request time off, the employer shall deny time off to the minimum number of employees needed by the employer to protect public health and safety or to maintain minimum operational capacity, as applicable.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it.